



Bannerman Road **COMMUNITY ACADEMY**

Early Years Practitioner

INFORMATION FOR CANDIDATES

bannermanroadbristol.org



**Bannerman Road
COMMUNITY
ACADEMY**

Early Years Practitioner

Permanent, 34.75 hours per week, term time only to start in September 2023.

VTG8 Scale Point 22-25, starting salary £23,597 per annum, pro rata (actual starting salary £18,956 per annum) + Health Cash Plan and Benefits package

Applications are invited from high quality candidates to join an exciting and committed team at Bannerman Road Community Academy.

We are looking to appoint a positive, hardworking, skilled and ambitious practitioner who wants to make a real difference to children's lives and is ready and able to take on a role teaching our children and working in harmony with staff, families and other key stakeholders.

Candidates for this post should be:

- Passionate about how children learn best with a genuine belief that all children can succeed.
- Able to demonstrate their resilience to cope with the daily challenges that working in a busy, successful inner city school can bring.
- Flexible, with a good sense of humour.
- An innovative practitioner who values and can support positive play and work as a team to resolve conflict.
- A confident professional, keen to share their knowledge and understanding with others.

In addition the successful candidate will have a good understanding of teaching and learning (especially in EYFS) and a willingness to help children realise their academic potential as well as an interest in the wider community that the school serves.

In return we can offer you:

- A genuine opportunity to make a difference where it is needed.
- Well-resourced classrooms, necessary IT equipment and structured administrative support.
- An exciting and vibrant environment, which includes a fabulous outdoor space, in which to work.
- A fantastic community of children, parents and carers who deserve the best.
- To join a wonderful team and have every opportunity to further your professional development and career with an excellent benefit package including; Wellbeing Health Cash Plan, Retail Discounts, ICT Loans, Professional Introduction Incentive plus others.

If you are hardworking, reflective, resilient, and looking to further develop your talents and skills at Bannerman Road Community Academy then we would love to receive an application from you.

We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Closing date: Thursday 13th July 2023 at 09:00. Interviews: Friday 21st July

Bannerman Road Community Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a dynamic and focused multi-academy trust based in Bristol. The Trust is responsible for eight academies, 3,500 pupils and 700 staff with a commitment to making a significant and lifelong difference to the lives of young people from some of Bristol's most disadvantaged communities.

The Trust is currently made up of five primary schools: Bannerman Road Community Academy, Barton Hill Academy, Fairlawn Primary School, The Dolphin School and The Kingfisher School; the all-age Merchants' Academy; Montpelier High School for girls aged 11-16, located alongside its sixth form, V6, for girls and boys; and Venturers' Academy, the first state-funded school in Bristol for students aged 4-18 diagnosed with Autism and with an EHCP. Our academies are happy, vibrant and exciting places to learn and work and are led by a team of talented, morally driven and committed Headteachers.

There are 4 essential questions that we ask within our Trust:

- Why do we exist? Our mission is to challenge education and social equality through the power of education.
- How do we deliver our mission? Our shared vision is to ensure all children of all backgrounds are all succeeding.
- How do we behave? This is through our shared values. Our shared values are to be kind, work hard and have courage.
- Finally, how do we measure success? We want happy children from all backgrounds acquiring the knowledge to achieve their aspirations and to make a contribution to their community.

The Trust is jointly sponsored by the Society of Merchant Venturers and the University of Bristol which gives us tremendous opportunity to enhance learning in its broadest context and offer opportunities unique to our Trust.

The Society of Merchant Venturers (SMV) is a philanthropic organisation that works with and supports people and communities from the wider Bristol area through education, care for older people, charitable giving and social enterprise. In education, SMV's simple but highly ambitious vision is to transform the life-chances of students from the richly diverse set of schools within Venturers Trust, both during their educational journey and beyond. SMV's expertise in education spans more than four centuries and today, the commitment is practical as well as financial, with many of its members taking active roles in the governance of Venturers Trust and the wide range of schools within the Trust. SMV firmly believes there is nothing more important to the health of communities than outstanding education and training in life skills for young people.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is actively involved in the governance of our schools. The university offers support in areas such as curriculum development, subject expertise, higher degree and research opportunities for staff at Venturers Trust. It also offers student mentoring and an innovative and inclusive programme for students as part of the university's commitment to widening participation and access to higher education. These activities include extensive support and opportunities for our Sixth Forms including scholarships, preferential offers of grades to gain a place, with the additional possibility of bursaries to support undergraduate degree studies.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their hands-on support, challenge and expertise are greatly valued.





Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free

EMPLOYEE ASSISTANCE PROGRAMME - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

TRAINING AND DEVELOPMENT - First class training and development opportunities are provided within the Trust

PROFESSIONAL DEVELOPMENT - At least 5 Professional Learning days per year

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme

ICT LOANS - A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

RETAIL DISCOUNTS – An extensive range of free goods/services and discounts available to staff

PROFESSIONAL INTRODUCTION INCENTIVE - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction

Further details of our employee benefits can be found on the Academy website.





**Bannerman Road
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Welcome to Bannerman Road Community Academy

Welcome to Bannerman Road Community Academy which is part of Venturers Trust and is an inclusive primary school in Bristol. We share our setting with the Children's Centre, providing education and caring support for our children from 2 to 11 years old. Our two modern buildings in inner city Bristol, Easton are linked by play areas and our developing landscaped areas are used in forest school activities for all children. We celebrate our diverse and multi-lingual community and believe that all pupils are entitled to high quality, engaging and exciting teaching and learning. We have high expectations and challenge everyone to reach his or her full potential.

"BRCA is a vibrant, happy and friendly school located in Easton, Bristol. We are committed to providing an engaging and exciting curriculum which will instill self belief and a love of learning into our children."

We hope our children will leave our school full of happy memories of their time with us and we look forward to welcoming you.

Oliver Laken

Headteacher





Bannerman Road **COMMUNITY ACADEMY**

Living in Bristol

Bannerman Road Community Academy is located in the city of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services, creative and media industries. It is also close to some of the most beautiful countryside and coastal areas.

Bristol itself is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks, squares and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.



Post: Early Years Practitioner

Responsible to: HLTA/Assistant Vice Principal

Key Outcomes:

1. To work under the guidance of the Class Teacher and Early Years Phase Leader, within an agreed system of supervision, to:

- Support the implementation of an agreed range of activities with individuals/groups of students within or outside of the EYFS class Nursery.
- Prepare resources to support an enabling learning environment, both indoors and outdoors.
- Generally, assist children in undertaking both adult directed and child initiated activities, interacting with them to support their learning and development.
- Assist the Class Teacher in the observation, assessment and planning cycle. Monitor students' responses to learning activities and accurately record achievement/progress as directed -carry out long and short observations.

2. Supervision:

- To ensure the safety and welfare of children in EYFS.
- To assist with the general supervision of children during play times and/or when required, interacting with children while they play both indoors and outside.
- To accompany teaching staff and children on visits, trips and out of school activities as required and take responsibility for a group, under the guidance of the Class Teacher and EYFS Phase Leader.

3. Working with the children:

- Implement agreed learning activities/teaching programmes, adjusting activities according to students' responses/needs.
- Establish productive working relationships with children, parents, and staff, acting as a role model and setting high expectations for behaviour and learning.
- To promote and reinforce children's self-esteem.
- Encouraging children to interact and work co-operatively with others and engaging children in activities.
- Promoting independence and employing strategies to recognise and reward achievement of self-reliance.
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection; and report all concerns to an appropriate person.
- Interacting with children and supporting development of their knowledge, skills, attitudes, problem solving and thinking.
- To understand and contribute to the required areas of learning, stages of development and assessment in order to support students' learning and progress.

4. Working with teachers and other professionals:

- Working with the Class Teacher and whole Nursery Team to establish an appropriate safe and secure learning environment.
- Working with teachers, professionals, and other team members, to share information, liaise and agree upon a recommended course of action, prior to discussions with parents.

5. Working with parents:

- To ensure that parents/carers are welcomed, involved, and regularly informed of each student's activities and progress.
- Liaising sensitively and effectively with parents/carers as agreed with the Class Teacher and Team.

6. Supporting the curriculum:

- To follow the planning and to provide a programme of activities suitable to the age range of students within each group.
- Contributing recommendations to the team, regarding planning for future learning.

7. Health and Safety:

- To take shared responsibility for standards of safety, hygiene, security, cleanliness, and tidiness throughout the nursery setting.
- Organising the availability and use of general and specialist play equipment and other resources, including checking to ensure they are clean, safe, and secure to be available to young children.
- To maintain the highest level of cleanliness and hygiene in personal care and food preparation.

8. Physical demands:

- The post requires working with young children, including bending, kneeling, and crouching for periods of time. It may also involve occasionally lifting or holding children during planned activities and may include cleaning bodily fluids as well as toileting duties.

9. Working Conditions:

- The post involves significant elements of inside and outside work, including leading learning in an outside environment e.g. building a snowman with young children.
- Exposure to moderate noise, especially whilst working inside the class, e.g. a music session with young children.
- Other environments may include occasional trips to places of interest, e.g. local farm.

10. CPD

- To attend relevant courses and learning activities in order to update knowledge as required.
- To take opportunities to develop own areas of interest and expertise and to use these to advise and support others or to organise specific projects.

General Accountabilities:

- So far as reasonably practicable, the post holder must promote safe working practices by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and service users. These are defined in the Corporate Health, Safety and Welfare policy, departmental policies and codes of practice.
- Work in compliance with Codes of Conduct, Regulation and policies of Merchants' Academy, and its commitment to equal opportunities.
- Ensure that output and quality of work is of a high standard and complies with current legislation/standards.
- To cover for absent colleagues as requested.
- To undertake other duties that the Principal of the Merchants' Academy may reasonably request.

Organisation:

- To comply with policies and procedures relating to child protection and safeguarding, health and safety, confidentiality and data protection, freedom of information and report all concerns to the appropriate person.
- To be aware of and support difference and ensure equal opportunities for all.
- To contribute to the development and implementation of the overall ethos/work/aims of the academy.
- To develop positive relationships and communicate with other agencies/professionals.
- To develop constructive relationships and liaison between managers/teaching staff and support staff.
- To develop learning relationships with parents/carers.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

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Person Specification

Early Years Practitioner

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	SOURCES OF EVIDENCE
Qualifications	<p>GCSEs at Grade C or above in English and maths (or equivalent qualifications).</p> <p>Recent and relevant professional development.</p> <p>Paediatric first aid certificate or willingness to be trained in paediatric first aid.</p> <p>NVQ Level 3 or equivalent relevant to EYFS.</p>	<p>Any other training relevant to this post e.g. positive behaviour management.</p> <p>Willing to pursue further qualifications to support own professional development.</p>	<ul style="list-style-type: none"> • Application
Experience	<p>Experience of working effectively supporting children in a learning environment in EYFS.</p> <p>Understanding of principles of child development and learning processes and barriers to learning.</p>	<p>Experience of working with children with EAL.</p> <p>Experience of working with children with communication and language delay.</p> <p>Experience of working in a school based, term time only Nursery.</p>	<ul style="list-style-type: none"> • Application • Interview
Professional Development	<p>Commitment to continuing personal and professional development.</p>		<ul style="list-style-type: none"> • Application • Interview
Knowledge & Skills	<p>Knowledge of positive behaviour management strategies.</p> <p>Ability to communicate effectively to a range of audiences (verbal, written, using ICT as appropriate)</p> <p>A good understanding and working knowledge of the EYFS curriculum.</p>	<p>Knowledge of how children with SEN learn and the adaptations to interactions and provision required.</p>	<ul style="list-style-type: none"> • Application • Interview • Assessment

Personal Qualities	<p>Energy, patience, a good sense of humour and enthusiasm.</p> <p>The ability to remain calm, be organised and flexible.</p> <p>Ability to work effectively in a team.</p> <p>Willingness to ask for support when necessary.</p> <p>The ability to establish and maintain effective and positive working relationships with parents and carers.</p> <p>Committed to own professionalism and collaboration with others.</p> <p>The ability to maintain effective professional relationships with all members of a team.</p> <p>The ability to take initiative and deal with the unexpected.</p>		<ul style="list-style-type: none"> • Application • Interview • Assessment
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HOW TO APPLY



Closing Date for Applications: Thursday 13th July 2023 at 9.00am.

Interviews: Friday 21st July 2023

Please email your application to recruitment@venturerstrust.org

SAFER RECRUITMENT IN EDUCATION

Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.